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AUTHOR Hopson, Rex C.
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ABSTRACT

This study investigates the present state of sabbatical leave policies and practices in 4-year colleges and universities in New Mexico. A questionnaire was mailed to the Academic Affairs Dean or Academic Vice-President of nine New Mexico institutions. Follow-up letters were sent and responses were received from eight of the nine institutions. Results indicated that seven of the eight institutions have some sort of a sabbatical leave program. Brief program variations are listed in tabular form and summarized in discussion form. (MJM)

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SABBATICAL LEAVES IN NEW MEXICO COLLEGES AND UNIVERSITIES

Max C. Gordon,
Assistant Professor of Librarianship
University of New Mexico
Albuquerque, New Mexico
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PURPOSE OF THE STUDY

The purpose of this study is to determine the present status of tuition and fee policies and practices in four-year colleges and universities in New Mexico.

A questionnaire was mailed to the Academic Affairs Dean or Academic Vice-president of the following institutions on May 26, 1972:

College of Santa Fe, Santa Fe
College of the Southwest, Hobbs
Eastern New Mexico University, Portales
New Mexico Highlands University, Las Vegas
New Mexico Institute of Mining and Technology, Socorro
New Mexico State University, Las Cruces
University of Albuquerque, Albuquerque
University of New Mexico, Albuquerque
Western New Mexico University, Silver City

Follow-up letters were sent on September 5, 1972 and October 10, 1972. Responses were received from eight of the nine institutions, Eastern New Mexico State University being the exception.

The results of the survey are given in table form, then are summarized following the tables.

TABLE I

PROFILES

College/University	Responded to Questionnaire	Has a Written Policy	Has a Sabbatical Leave Program	Date of Present Policy Statement
College of Santa Fe	yes	yes	yes	To date
College of the Southwest	yes	no	no	n/a
Eastern New Mexico University	- - - -NO RESPONSE -			
New Mexico Highlands University	yes	yes	yes	11-70
New Mexico Institute of Mining and Technology	yes	no	yes	n/a
New Mexico State University	yes	yes	yes	To date
University of Albuquerque	yes	yes	yes	5-72
University of New Mexico	yes	yes	yes	1971
Western New Mexico University	yes	yes*	yes	1972

* A brief general statement

TABLE II
SABBATICAL LEAVE PURPOSES

College/University	Study	Travel	Research	Publication Writing	Other
OSP	X	X	X		
SMSU		-----NO RESPONSE-----			
MSU	X	X	X	X	
WSUMT	X		X	X	
UMSU					"Activites must relate to one's field or related field and better equip him to perform duties for which he is employed."
UA	X		X		
UNM	X	X	X	X	"Other creative work; practical experience such as an education professor working in a public school."
[illegible]					"Worthy plans".

TABLE III

BASIS OF ELIGIBILITY UNDER WHICH ALLOWED TO GO ON SABBATICAL LEAVE

[illegible]	"None set at this time"
[illegible]	[illegible]
[illegible]	"Departmental ability to pick up load"
[illegible]	"Eligibility and dispensability"
[illegible]	"Whatever number of requests can be accommodated depending upon the problems which might be created in the departments."
[illegible]	"Financial condition of the institution; enrollment needs of the department; merits of sabbatical proposal; years of service and rank of faculty."
[illegible]	"Eligibility of individual applying combined with ability of his department or college to dispense with his services during leave."
[illegible]	"Convenience to the university and worthiness of the faculty member's plans for his leave time."

TABLE IV
TYPES OF SERVICE CREDITED
WHEN ON LEAVE

	Six	Seven	Other
CCP	X		
EPSU	----- NO RESPONSE -----		
MSEU	X		
MMMT		X	
TMSU		X	
TA	X		
TEM	X		
TCU			"Leave of absence may be applied for regardless of tenure or longevity."

TABLE V
SABBATICAL LEAVE STATISTICS
FOR 1971-1972

	Number of Full-Time Faculty	Number Eligible	Number who Applied	Number on Sabbatical Leave	Number of Persons on Waiting List
CCP	60	14	0	0	0
[illegible]	----- NO RESPONSE -----				
[illegible]HU	134	45	6	6	0
[illegible]MT	74	27	2	2	0
[illegible]	----- NOT GIVEN -----			23	0
[illegible]	SABBATICAL PLAN NOT IN OPERATION DURING 1971-72				
[illegible]	735	Not Known	Not Known	Sem. 1 - 14 Sem. 2 - 22 Acad. Year-16	0
[illegible]	----- NOT GIVEN -----				

TABLE VI
SABBATICAL LEAVE LENGTHS
AND COMPENSATION

[illegible]	50% for a full year/100% for a half year.
[illegible]	NO RESPONSE
[illegible]	50% for a full year/75% for two quarters/ 100% for one quarter.
[illegible]	50% for a full year/100% for a half year.
[illegible]	50% for a full year/100% for a half year.
UA	50% for a full year/100% for a half year.
UNM	66 2/3% for a full year/100% for a half year.
[illegible]	NOT GIVEN

TABLE VII
STIPULATION AS TO HOW LONG A PERSON
MUST REMAIN WITH THE INSTITUTION AFTER
RETURNING FROM SABBATICAL LEAVE

CSF	Two years.
[illegible]	NO RESPONSE
[illegible]	None stated. Expectation is at least one year.
[illegible]	None.
[illegible]	A minimum of one year.
UA	Two years.
[illegible]	None.
[illegible]	None stated.

[illegible]

[illegible] There was [illegible] interest in retired pay than was anticipated when the program was introduced. Additional funds are being sought in the [illegible] for education and training costs. [illegible] benefits of the program [illegible] are educational, should a large number of persons retire in any given year.

[illegible] have a plan in the future.

[illegible] policy is being currently restudied. A revision may [illegible] study on an advanced course.

[illegible] The present policy will be evaluated each year for possible revisions.

[illegible] Leave for administrators is being considered.

SUMMARY

As indicated in Table , questionnaires were sent to the nine four-year colleges and universities in New Mexico. Responses were received from all institutions except Eastern New Mexico University. The College of the Southwest is the only school that does not have any sort of a sabbatical leave program. Those that have a program indicated that they have a written policy, New Mexico Institute of Mining & Technology being the exception.

The most common purposes for sabbatical leave are study and research. Other purposes are travel, publication writing and other creative works and practical experience related to one's job. New Mexico State and Western New Mexico have general statements as to relevancy to one's job.

The most common basis for determining the number of persons allowed to go on leave is dispensability. "Financial condition of the university" was listed only by the University of Albuquerque.

Four institutions require six years of service for eligibility for a sabbatical. Seven years are required by New Mexico Institute of Mining and Technology and New Mexico State. Western New Mexico considers applicants "regardless of tenure or longevity."

Only three schools reported the actual number of persons on sabbatical during last school year, 1971-1972. Of 178 faculty members, New Mexico Highlands had six (3.4 per cent) on sabbatical leave; of 79 at New Mexico Institute there were two (2.5 per cent) on sabbatical leave. Of the institutions reporting programs in effect, only the College of Santa Fe indicated there was no one on leave. No institution indicated that there was a waiting list.

There is some variance in compensation. Most institutions, including the College of Santa Fe, New Mexico Institute of Mining and Technology, New Mexico State and the University of Albuquerque pay faculty 50 per cent of their salary for a full year and 100 per cent for a half year. New Mexico Highlands pays 50 per cent for a full year, 70 per cent for two quarters and 100 per cent for one quarter. The University of New Mexico pays 66 and 2/3 per cent for a full year and 100 per cent for a half year. Compensation was not given for Western New Mexico.

Half of the responsees states that they have no stipulation as to how long a person must remain with the institution after returning from sabbatical leave. The College of Santa Fe and the University of Albuquerque require at least two years. New Mexico State requires one year and New Mexico Highlands makes no statement in its written policy, but the expectation is at least one year.

Several institutions indicated that their present policies will be studied for possible revisions in the future. University of New Mexico is considering leave for administrators.

CONCLUSIONS

Tuition policy statements vary from a short general statement of five lines to a detailed statement of five pages. Most of them were written or revised within the last three years.

Sabbatical leaves are relatively new in the two Catholic institutions. All state colleges and universities have a plan of some kind. The most recent being Western New Mexico's, established during the 1971-1972 school year.

In those institutions reporting only a out 10 per cent of those who were eligible were on sabbatical leave during the 1971-1972 school year.

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